

LEAD INTERNATIONAL POTENTIALS PROGRAM. ONLINE!

LEADERSHIP.
ENGAGEMENT.
APPLICATION.
DISRUPTION.

It's not about learning, only. It's about solving 21st century challenges.

theMission's **LEAD International Potentials Program** is aimed at early leaders, high potentials and entrepreneurs who are ready and committed to driving and implementing lasting changes in themselves, their teams and their organizations.

The **LEAD-IPP** translates the learning of future-oriented 21st century skills into immediate and continuous application in the organizational environment. The LEAD-IPP is not about theory, it's about experience and application.

Selected high potentials work together, share different perspectives and experiences in order to develop new solutions and approaches together.

The **LEAD-IPP** is built on our unique Dynamic Action Learning (DAL) approach, which ensures an intensive development journey to increase ownership, competence and influence in their organizations and a seamless integration into the organizational reality of each participant.

REAL-WORLD-MISSIONS

In the program you will solve real challenges of real organizations. No role-playing games or case studies.



ONLINE-DYNAMIC-ACTION-LEARNING

The complete program will be delivered fully online. This enables you to allocate your resources more efficiently and effectively.



WORLD CLASS FACILITATORS

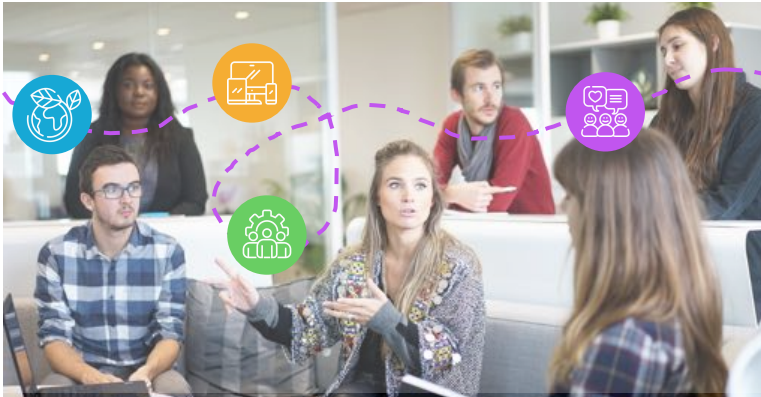
Directly apply skills and knowledge to real challenges. You don't consume, you shape and experience.



FEEDBACK & REFLECTION

Constant feedback and reflection units help you to deepen your learning and application. Individually, as a team & as an organization.





Are you still learning, or are you already solving problems?

Reach the next level, as a person and in your organizational role.

“

I took this course towards the end of last year and it really *challenged* me to become a *strategic and agile leader*. It's about accomplishing a real mission, not learning one of a more theoretical skills.

”

- Hope Mutua, African Leadership University

In the **LEAD IPP** you will work on real challenges and develop new solutions and concepts. You not only learn the core competencies of leadership as 21st Century Skills, but apply them directly - no case studies, role-playing games or simulations. You make strategic decisions to drive effective initiatives and accelerate your influence in your organization. You expand your knowledge and skills in practice. **Everything online and flexible.**

LEAD-INTERNATIONAL-PP BENEFITS

Be supported by internationally experienced online facilitators, who work globally, in various industries and organizational realities.

Create a team with selected talents from all around the world, use the mutual exchange, expand your network develop concepts that solve global challenges.

Instill lasting change in your organization and be a driver of innovation that creates real added value.

Learn and experience leadership in the 21st century, regionally and globally, in order to sustainably expand the culture in your organization.

Who are **LEAD-IPP** participants?

LEAD participants have diverse backgrounds, though they share high motivation to drive innovation in their own behavior, teams and organizations.

Organizations of all sizes

From small and medium-sized enterprises to the group. High diversity offers enormous added value in the exchange of experience.

Dedicated potentials

Leave your comfort zone and see learning and development as a lifelong process.

Responsibility for one's own learning

See leadership as a process of constant adaptation and question your own assumptions and solutions.

EXPERIENCE the
MISSION LEAD
DIFFERENCE

Problem Solving!

Our facilitators have a humanistic human image and see the importance of all forms of new work and organization. This, however, is not in a vacuum, but in the context of organizational reality and future orientation.

Impact, Impact, Impact!

The value of a development program is not measured by how well the participants liked it, or how "good" the coaches are. The true assessment depends on the real changes that are being implemented in the company.

Constant Support!

The online facilitators are always available to ensure an optimal program experience for the participants.

ACTION-LEARNING FACILITATOR

Your online facilitators bring all their experiences - locally, regionally and internationally - to the program. Each facilitator has worked on at least 4 continents, at all hierarchical levels, in various industries and company sizes. They accompany and coach leaders, potentials and their organizations in leadership programs, strategic issues, innovation and disruption. They have a modest attitude, act on eye level and see themselves as lifelong learners.



Guido Schnarwiler

14+ years of corporate experience (Swiss Re) as well as external consulting & coaching in the area of management & organizational development.

Expertise: *International organizational transformation · Cross-Company Action-Learning Initiatives · Executive Coaching*



Cecile Stahl

10+ years of corporate experience (HUGO BOSS) as well as external consulting & coaching in the area of management & organizational development.

Expertise: *New Ways of Working · Self-organization · Coaching · Agile transformation in large corporations · Mindfulness*



Kip Garland

20+ years of corporate experience (Whirlpool) as well as external consulting & coaching in the area of management & organizational development.

Expertise: *Kip had led one of the most successful innovation-transformation in South America (Whirlpool)*



Markus Rettich

20+ years of corporate experience (Daimler) as well as external consulting & coaching in the area of management & organizational development.

Expertise: *Change initiatives · Cultural mergers and transformations (Daimler/Chrysler) · Co-Creation with IMD, Harvard, Stanford, CCL*



PROGRAM CONTENT

In the **LEAD International Potentials Program**, participants experience all facets of leadership and apply them directly. Unlike other potential programs, different aspects of leadership are not learned, experienced and applied sequentially, linearly, but continuously. The organizational reality knows less and less linear leadership, but leadership in a complex unpredictable world.

THE CORE: REAL MISSIONS

Central to the LEAD program is that participants work as a virtual team throughout the program on a real challenge linked to the UN Sustainable Development Goals. At the same time, the participants are constantly working on a challenge of their own organization.

Working on real challenges - we call these missions - ensures constant and continuous transfer: on an individual, team- and organizational level!

Leading Yourself

Leading yourself is not about context-independent personality development. The starting point are always organizational realities and possibilities.

- What adjustments do I need to make as a leader in terms of skills and mindset to create even greater value for my team and my organization?
- How do I create an environment which promotes commitment, motivation and entrepreneurship?
- How do I respond to rapid change, disruption, and unpredictability as a leader?
- When are my personal patterns helpful, when are they hindering your organizational environment and how can you manage them more effectively?

Leading the Business & the Organization

Successful leadership is based on understanding and insights about complex organizations and eco-systems. To keep an organization being competitive needs a life-long-learning attitude from every leader.

- Create a culture of innovation and openness to change.
- Create agile innovation units in the organization.
- Navigate the dilemma between continuity and disruption as a cultural competitive advantage
- Connect strategic thinking and acting with impact.
- Understand dynamics of organizational systems.

1:1 Coaching

During the program, all participants will be given the opportunity for two 1:1 coaching sessions with one of our facilitators. This creates additional space for specific topics and individual support.

Virtual Leadership

In addition to the program, participants learn and experience various forms of virtual collaboration and leadership. Virtual meetings, team sessions, visioning, engagement and more.

Electives

In addition to the tools and techniques offered, the participants can opt for an Elective in order to expand and deepen it.

Leading Others

The central management task is the efficient and effective allocation of resources in a VUCA world. Leading others in the organizational context is essential task of potentials.

- How can I succeed in navigating and leading in a VUCA world?
- Empowerment and development – in order to solve the challenges of the organization.
- How do I create purpose in my team?
- How do I translate the organizational strategy into concrete leadership actions?
- Which situations requires which roles of my potential (coach, mentor, manager, leader, facilitator)?
- Feedback, reflection & peer consulting as key team development tools.
- Leadership into disruption: What does my team need to courageously navigate uncertainty ?

Integrated Leadership Techniques and Tools

All tools and techniques are applied directly in the processing of missions and are thus directly checked for their applicability and usefulness.

- Organizational Culture (Edgar Schein)
- Theory U (Claus Otto Scharmer)
- Disruptive Innovation (Clayton Christensen)
- Agility (Design Thinking, Scrum, Job to be Done)
- Customer Centricity and Problem Statement
- Acts of Leadership (innovative leadership theories)
- Listening & Asserting, Mindfulness, Alignment vs. Autonomy
- Conflict Management
- Non-Violent Communication (Marshall B. Rosenberg)
- Leadership styles (Positive Leadership, Transformational Leadership, Servant Leadership, etc.)
- 5 Dysfunctions of a Team (Patrick Lencioni)
- Trust vs. Control: Neuropsychological Aspects
- Inner Drivers and Resilience, Dialog (David Bohm)



Team Mission

As a team, the participants receive a mission of an international organization. This mission is linked to the UN Sustainable Development Goals. Until the end of the program, the participants will develop new solutions, concepts and ideas for this external mission. The mission is a real challenge facing the external organization. This creates sustainability & application orientation of what you have learned.

Corporate Mission

At the same time, each participant works throughout the program on a challenge that is relevant to their own company. Through intensive preparation, a suitable question is developed and defined together with internal stakeholders. Learning transfer takes place in an ongoing process during the entire program. Individually, as a team and for the organization.

What to
EXPECT

Create and experience a unique journey of learning and development with like-minded people.

.....
8 weeks

Completely virtual
.....

3-6 hours

Of time per week
.....

15-25 People

Group size

PROGRAM DETAILS

- **Application Deadline:** until 21 August 2020
- **Program Start:** September 21
- **Program Investment:** 790,- Euro per Person

Are you interested? We would be pleased to inform you about further details:

1) Contact us



Matthias Klein

Program Director

18+ years experience in Design and Delivery of complex Dynamic-Action-Learning programs in Africa, Europe, America and Asia.

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2) Corporate Solutions

We are also happy to design a tailor-made "Corporate Talents" solution together with you. Online, Blended or On-Site. Design your own LEAD Talents program with us.

Stakeholder Integration

Internal leaders and decision-makers of the participants' organizations are involved in the LEAD Potentials Program from the very beginning. This intensifies the organizational effectiveness of the program as well as the transfer services of the participants.

Development Goal On-Boarding

At the beginning of the program, the participants define their individual development goals together with the facilitators. These are reflected and adjusted over and over again throughout the program. Active experimentation during the implementation of the missions will expand their behavioral portfolios "in time".